

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 001

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	1354.20	1452.22	1514.72	1582.40	1655.45	1727.26	1780.85	1826.04

GRADE 002

01/06/07	1389.94	1490.95	1555.92	1626.32	1698.12	1776.38	1828.77	1877.86
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GRADE 003

01/06/07	1426.92	1529.18	1598.41	1668.85	1745.89	1824.22	1879.29	1927.10
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GRADE 004

01/06/07	1464.26	1570.46	1639.72	1715.32	1793.64	1874.60	1928.42	1978.47
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GRADE 005

01/06/07	1505.36	1611.71	1687.24	1761.65	1841.30	1923.63	1981.76	2033.72
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GRADE 006

103B PARK FACILITY SUPERVISOR

01/06/07	1544.02	1656.78	1732.36	1810.88	1891.71	1976.82	2037.65	2090.98
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GRADE 007

01/06/07	1578.69	1696.38	1771.52	1852.36	1936.37	2023.92	2084.47	2139.85
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GRADE 008

212B IMPOUND LOT NIGHT SUPERVISOR

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	1627.61	1748.53	1826.70	1907.86	1996.64	2088.37	2152.15	2209.32

GRADE 009

01/06/07	1670.21	1794.93	1875.96	1962.17	2052.55	2146.74	2209.32	2269.39
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GRADE 010

371A BUILDING SUPERINTENDENT
226B CIRCULATION COORDINATOR
225B EVENTS COORDINATOR
310B HORTICULTURE SUPERVISOR
606A IMPOUND LOT SUPERVISOR
260A OFFICE MANAGER
316A STOREROOM MANAGER

01/06/07	1717.91	1841.30	1926.44	2015.32	2108.34	2203.82	2272.00	2334.51
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GRADE 011

396A GOLF PRO/MANAGER
149B SUPERVISOR OF AQUATICS

01/06/07	1762.97	1894.33	1980.80	2070.97	2168.23	2266.35	2330.58	2399.49
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GRADE 012

205A ASSISTANT CITY CLERK
270B OFFICE ADMINISTRATOR - TRAFFIC DIVISION

01/06/07	1812.16	1946.14	2033.90	2128.16	2226.42	2328.66	2402.28	2466.22
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GRADE 013

307A BUSINESS ASSISTANCE PROGRAM SUPERVISOR
245B LIBRARY TRNG & ORG DEV. COORD/SUPVR

01/06/07	1861.25	1999.40	2091.31	2185.30	2287.60	2396.31	2467.55	2532.91
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GRADE 014

595A DUPLICATING SHOP MANAGER

306B MARKETING AND PUBLIC RELATIONS MANAGER

							10-yr.	15-yr.
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01/06/07	1911.74	2053.91	2148.11	2248.86	2351.23	2461.38	2535.58	2605.83

GRADE 015

259 *PUBLIC WORKS TECHNICIAN IV

622A ENGINEERING TECHNICIAN SUPERVISOR-WATER UTILITY

428A ENGINEERING TECHNICIAN SUPERVISOR

01/06/07	1964.84	2111.02	2206.60	2310.01	2416.29	2529.28	2608.67	2680.59
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GRADE 016

245A ADMINISTRATIVE ASSISTANT (U)

674 ADMINISTRATIVE ASSISTANT

566 ARBORIST SUPERVISOR

048A HOUSING INFORMATION COORDINATOR

438A SAFETY COORDINATOR (Apptd on/after 1/1/90)

120B VIDEO PRODUCTION SUPERVISOR

01/06/07	2019.23	2169.31	2270.21	2375.11	2485.26	2602.18	2680.59	2753.78
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GRADE 017

254B PARK & REC PROGRAM COORDINATOR

272B PUBLIC WORKS ACCOUNTING COORDINATOR

364 SENIOR PUBLIC HEALTH NURSE

912 SUPERVISOR OF TRAFFIC MAINTENANCE

01/06/07	2074.93	2230.36	2331.35	2438.91	2554.37	2673.89	2757.72	2834.81
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GRADE 018

290A CONTRACT COMPLIANCE SUPERVISOR

303B EDUCATION AND CONSERVATION CURATOR

258A ENVIRONMENTAL HEALTH PROGRAM SUPERVISOR

449A LIBRARIAN III (Apptd after 7/7/88)

325A MEDICAL TECHNOLOGIST SUPERVISOR

307B MUNICIPAL GARAGE SUPERVISOR I

01/06/07	2132.03	2290.27	2398.95	2509.17	2628.70	2750.84	2836.28	2910.81
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GRADE 019

640A PLAN REVIEW COORDINATOR

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	2191.80	2353.95	2464.10	2579.67	2700.40	2829.23	2912.13	2994.70

GRADE 020

601 ACCOUNTANT IV

273B ANIMAL CURATOR

757 ASSISTANT DIRECTOR OF HUMAN RIGHTS (U)

031A BUILDING DESIGN CONTRACT ADMINISTRATOR

325B HORTICULTURE MANAGER

448A LIBRARIAN III (Apptd on/before 7/7/88)

554 PUBLIC SERVICE MANAGER - WATER UTILITY

01/06/07	2251.55	2421.55	2534.40	2652.53	2777.40	2907.50	2996.03	3080.00
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GRADE 021

098 CHIEF SURVEYOR

124A HOUSING CODE INSPECTION SUPERVISOR

264B RIGHT-OF-WAY SUPERVISOR

674A WIC PROGRAM MANAGER

01/06/07	2312.75	2487.94	2604.83	2726.97	2856.92	2988.57	3081.20	3167.74
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GRADE 022

877 PARKING ADMINISTRATOR

895 SUPERVISOR OF BUILDING DESIGN & PLAN REVIEW

01/06/07	2377.87	2558.43	2677.85	2803.89	2935.33	3073.51	3169.10	3256.96
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GRADE 023

496 ACCOUNTANT V

881 SUPERVISOR OF REHABILITATION

350A ZONING MANAGER

01/06/07	2445.47	2631.36	2753.45	2882.24	3020.37	3161.19	3260.99	3351.42
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GRADE 024

314B ADMINISTRATIVE MANAGER
433A CABLE COMMUNICATIONS OFFICER
215B ENVIRONMENTAL HEALTH MANAGER
980 INFORMATION SERVICE MANAGER-WATER UTILITY
125B LANDSCAPE ARCHITECT IV
446 PUBLIC HEALTH NURSING SUPERVISOR

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	2511.84	2703.03	2831.82	2964.56	3104.20	3252.86	3351.42	3443.14

GRADE 24T

713A IS SYSTEMS CONSULTANT IV

	Start (1)	1-yr. (2)	1.5-yr. (3)	2-yr. (4)	2.5-yr. (5)	3-yr. (6)	3.5-yr. (7)	4-yr. (8)	4.5-yr. (9)
01/06/07	2511.84	2703.03	2767.42	2831.82	2898.19	2964.56	3034.38	3104.20	3178.53
	5-yr. (10)	10-yr. (11)	15-yr. (12)						
	3252.86	3351.42	3443.14						

GRADE 025

218B CENTRAL LIBRARY PUBLIC SERVICES COORDINATOR
406 CIVIL ENGINEER IV
411 CIVIL ENGINEER IV--WATER UTILITY
625A LIBRARY FACILITIES MANAGER
308B MUNICIPAL GARAGE SUPERVISOR II
275A REAL ESTATE MANAGER
621A WATER QUALITY SUPERVISOR

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	2582.33	2781.39	2911.42	3047.06	3191.75	3343.08	3448.56	3543.04

GRADE 026

283 BUILDING AND HOUSING INSPECTION SUPERVISOR
 954 HEALTH ADMINISTRATION MANAGER
 269B PARKS & RECREATION DESIGN MANAGER
 287A PARKS & RECREATION MANAGER
 575A POLICE RESEARCH & GRANTS MANAGER
 878 PRINCIPAL DESIGNER
 100A PROGRAM ADMINISTRATOR
 288B TECHNOLOGY MANAGER

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	2656.58	2860.95	2991.29	3135.85	3284.57	3439.97	3546.94	3644.20

GRADE 027

936 PRINCIPAL PLANNER
 178A TECHNICAL & SUPPORT SERVICES MANAGER

01/06/07	2729.61	2939.37	3078.81	3223.55	3377.56	3538.10	3646.92	3749.36
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GRADE 028

464A ADMINISTRATION MANAGER--PUBLIC WORKS
 300B DEPUTY DIRECTOR OF LIEP FOR LICENSES,
 PERMITS AND CUSTOMER SERVICE

01/06/07	2807.89	3023.04	3166.44	3317.77	3471.83	3637.81	3753.27	3857.15
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GRADE 029

322A PURCHASING SYSTEMS MANAGER

01/06/07	2887.49	3109.26	3255.52	3409.55	3573.98	3743.90	3859.70	3967.60
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GRADE 030

143A ASSISTANT CITY ENGINEER
 259B BUSINESS DIVISION MANAGER-SPRWS
 638A CITY BUILDING OFFICIAL
 257B DISTRIBUTION DIVISION MANAGER-SPRWS
 243B INFORMATION SERVICES MANAGER
 258B PRODUCTION DIVISION MANAGER-SPRWS
 914 TREASURY MANAGER
 439A VALUATION AND ASSESSMENTS ENGINEER
 (Apptd on/after 1/1/90)

01/06/07	2968.61	3198.23	3348.43	3506.37	3675.10	3850.15	3967.60	4083.28
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GRADE 031

096A DEPUTY DIRECTOR – NEIGHBORHOOD & HSG (U)

							10-yr.	15-yr.
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01/06/07	3053.56	3288.54	3445.163	3608.60	3779.82	3960.45	4084.82	4199.24

GRADE 032

01/06/07	3139.92	3380.30	3543.41	3712.12	3890.05	4074.65	4203.41	4319.06
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GRADE 033

145A ASSOCIATE CITY ENGINEER

085 CHIEF ACCOUNTANT

230B CHIEF ENGINEER-ST. PAUL REGIONAL WATER SERVICES

01/06/07	3228.91	3477.07	3644.48	3818.38	4002.71	4192.94	4324.33	4445.57
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GRADE 034

315B SUPERVISING ATTORNEY(U)

01/06/07	3320.49	3576.70	3749.27	3928.52	4115.77	4313.54	4448.28	4575.88
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GRADE 035

737 DEPUTY CITY ATTORNEY (U)

01/06/07	3416.05	3680.30	3858.16	4040.06	4234.00	4437.19	4578.53	4706.49
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GRADE 039

042 DIRECTOR OF MEDICAL SERVICES (Apptd prior to 1/1/90)

01/06/07	3822.40	4121.17	4318.89	4526.04	4746.46	4974.79	5130.67	5276.16
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BENEFITS:**VACATION**

<u>Years of Service</u>	<u>Days of Vacation</u>
Less than 8 years	15 days (.0577) B
After 8 years thru 15 years	20 days (.0770) D
After 15 years thru 23 years	25 days (.0962) G
After 23 years	26 days (.1000) H

Employees who work less than full-time shall be granted vacation on a pro rata basis.

Effective March 1, 2003, any employee who is eligible to receive compensation for unused vacation at separation from the City, the City will contribute 100% of the full amount of such payment to a post-employment health plan (PEHP) in lieu of any cash payment to the employee (See Article 14.3 (1) 2003-2004 Agreement.)

SICK LEAVE ACCRUAL

Effective January 6, 2007: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

FLOATING HOLIDAYS

Two

LIBRARY HOLIDAYS

For all employees assigned to the Library, the Day After Thanksgiving shall be considered a normal work day, and Christmas Eve shall be recognized and observed as a paid minor holiday.

HOLIDAY ELIGIBILITY

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. The amount of holiday time earned shall be based upon the number of non-holiday hours paid during that pay period. Paid hours shall include hours actually worked, vacation time, compensatory time, paid leave and sick leave. It is further understood that neither temporary nor other employees not heretofore eligible shall receive holiday pay.

VOLUNTARY LEAVE

A Full-Time employee may be granted up to four hundred eighty (480) hours of voluntary leave-of-absence without pay during the fiscal year.

FUNERAL LEAVE

Any employee who has accumulated sick leave credits may be granted one day of such leave to attend the funeral of the employee's grandparent or grandchild.

SEVERANCE PAY

\$10,000 15 years of consecutive service at the time of separation.*
80 days of sick leave credits at the time of separation.

- * Employment with the Independent School District #625 will not be counted toward the service requirement for employees hired after October 1, 1997 toward the years of service for severance eligibility.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan in lieu of any cash payment to the employee.

2007 HEALTH INSURANCE

Single: The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

Family: The Employer will contribute \$901.86 toward the cost of all plans, for those employee's choosing a family plan.

Three-quarter employees (3/4) - Employer will contribute 75% of single/family insurance premium.
Half-time employees (1/2) - Employer will contribute 50% of the single/family insurance premium.

DEFERRED COMPENSATION

2006: The City will provide \$200 per year matching deferred compensation contribution for employees employed with the city for a minimum of one calendar year. (See Article 20 of the agreement for eligibility requirements). To be paid by March 1, 2007.

SICK LEAVE CONVERSION

If an employee has an accumulation of sick leave credits in excess of one hundred and eighty days, he may convert any part of such excess to vacation at the rate of one-half day's vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave in each IRS payroll reporting year under this provision.

An employee, with the approval of the employee's department head, may convert another ten (10) days of accumulated sick leave credit in excess of one hundred eighty (180) days to vacation at a rate of one-half (1/2) day of vacation for one (1) day of sick leave credit.

OVERTIME

Employees who work more than eighty (80) hours in a two-week payroll period may be granted compensatory time with the approval of their department head or his/her designee.

VACATION SELL BACK

An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department's Budget, sell up to five days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1 of each IRS payroll reporting year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in an amount equal to the number of hours sold times the employee's regular rate of pay in effect as of the date of such election.

14.6(1) Invoking the use of 14.4 or 14.5 above at any time within the IRS payroll reporting year will prohibit the use of 14.6 above.

SICK LEAVE USAGE

In the case of a serious illness or disability of an employee's child, parent or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons.

RECALL FROM LAYOFF

Two years

LIFE INSURANCE

\$50,000 for each eligible employee.

SAFETY SHOES

\$50.00 per year toward the purchase of one pair of such shoes or boots per calendar year. Employees may accrue up to \$150.00 for the purchase of safety shoes or boots.